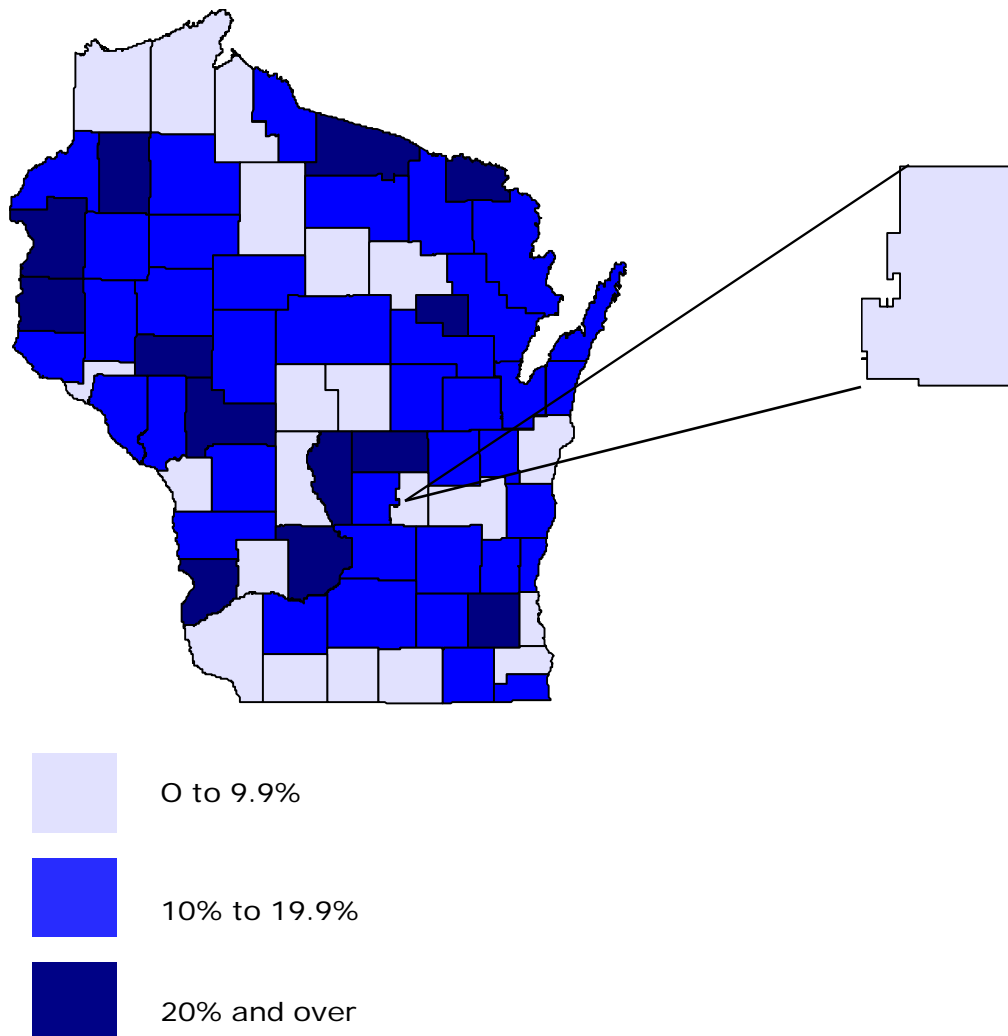


Green Lake County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Green Lake County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

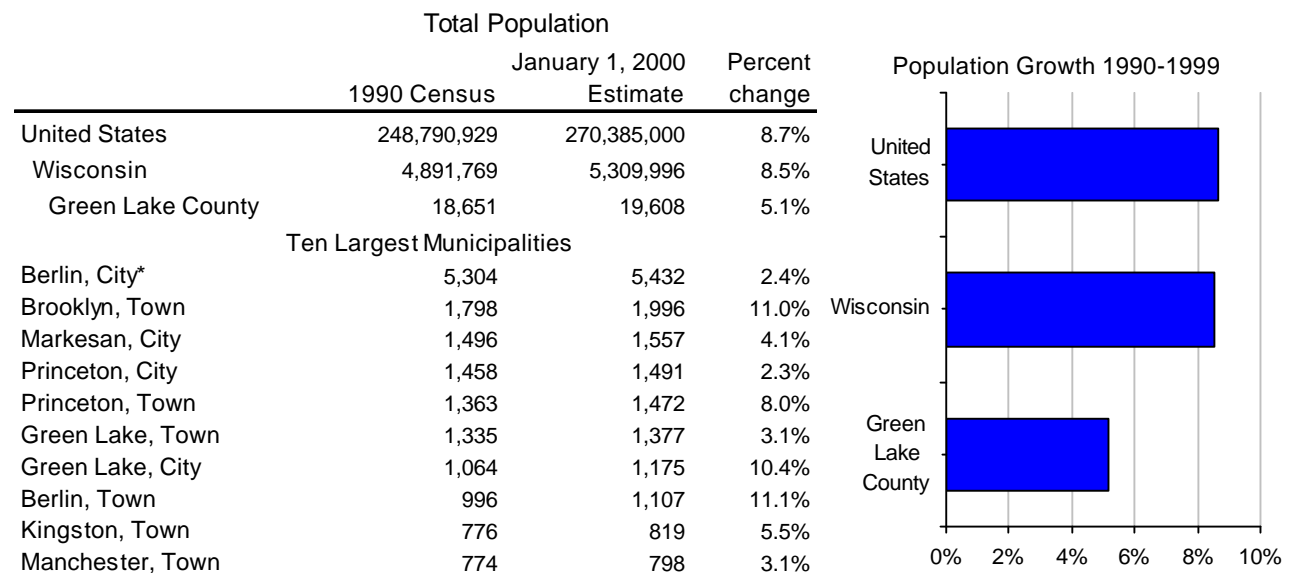
A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Dan Curtin, by telephone (920-232-6270) or email (curtid@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Green Lake County Population and Civilian Labor Force

Green Lake County's population has increased an estimated 5.1 percent between the 1990 census and the 2000 estimates of the population. This population growth rate is less than that of Wisconsin and the United States. Green Lake County has a smaller population than any of the neighboring counties, except Marquette County. It is a major recreation and tourist location. There are no major corporate headquarters in the county, no large educational facilities or major medical centers. There are no major infrastructure projects under way. It's a county of small, friendly towns. There are some good jobs here, and the quality of life is excellent. Commuting to higher wage jobs in Fond du Lac County is easy. Slow growth is the norm in Green Lake County, and it appears that norm will continue well into this new century.

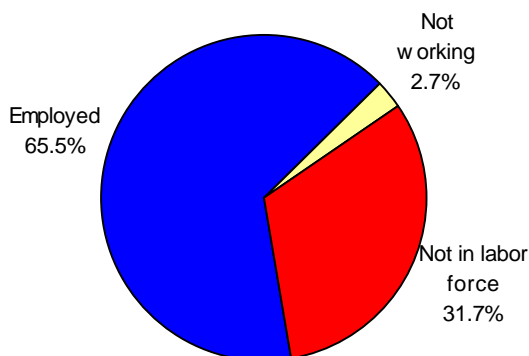


Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that many people who are not working are not included in the Bureau of Labor Statistics definition of unemployed. People who choose not to work, or have become discouraged and stopped looking for work, are not included..)

While Green Lake County's population has increased by 5.1 percent since 1990, the labor force has increased by 4.0 percent. The difference between the labor force growth and the total population growth indicates a change in the composition of the population. The labor force is aging.

1999 Labor Force Participation



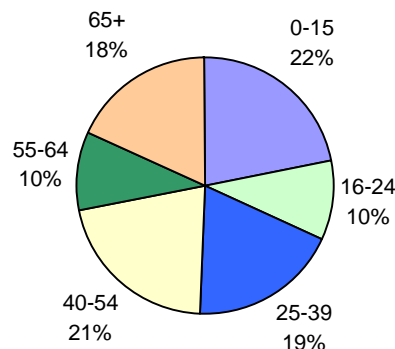
The term used to describe the relationship between the labor force and population is the participation rate. Green Lake County has a smaller participation rate than does the State of Wisconsin, but larger than the United States. Green Lake County's labor force participation rate is 68.3 percent. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are often partly the result of the economic conditions of an area and partly the result of the demographic conditions of an area. In Green Lake county, 31.7 percent of the working age population is not in the labor force. That is, they are not looking for work. Much of that segment is retired from the labor force and enjoying the excellent quality of life offered by this rural area.

Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The 37.2 percent increase in labor force aged population between the ages of 40 and 54 is the result of the aging of baby-boomers. In most areas of the state there has been a slow growth in the 16 to 24 year age cohort. This appears to be the case in Green Lake County, and that will accentuate the labor shortage for places of employment that traditionally hire the younger, student-aged workers--such as fast food and other retail businesses, as well as some of the service sector.

Green Lake County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	4,339	4,310	-0.7%
16-24	1,871	1,963	4.9%
25-39	4,000	3,650	-8.7%
40-54	2,992	4,105	37.2%
55-64	1,849	1,979	7.0%
65+	3,601	3,602	0.0%



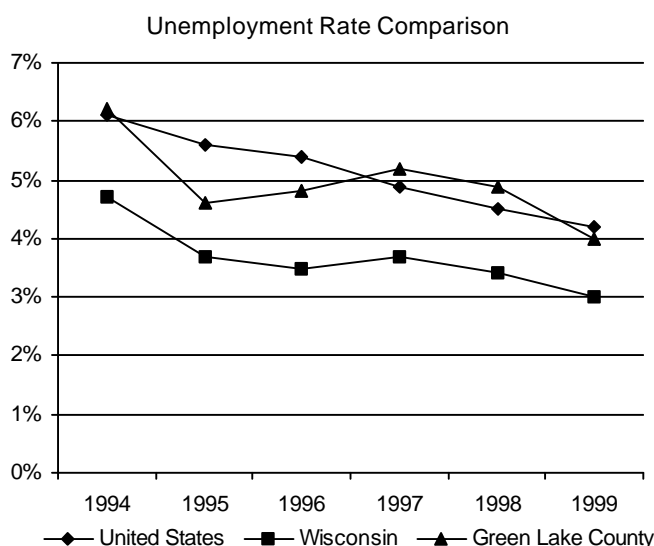
Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Green Lake County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	10,700	10,600	10,800	10,700	10,600	10,300
Employed	10,000	10,100	10,200	10,200	10,100	9,900
Unemployed	670	490	520	560	520	410
Unemployment Rate	6.2%	4.6%	4.8%	5.2%	4.9%	4.0%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

In the past five years, the number of jobs in Green Lake County (based on place of work) has increased from 7,211 to 7,956, an increase of 745 jobs. During that same period, the number of people in Green Lake County who identify themselves as employed (based on place of residence) has grown from 10,142 to 10,628, an increase of 486. Even though there are a lot of people commuting out of Green Lake County for jobs, it appears that the rate of job growth among those working in the county is greater than the rate of growth for those going to jobs outside the county. What industry is in the county provides good jobs, and the slow growth in the labor force has resulted in consistently lower rates of unemployment compared to the state and nation.



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

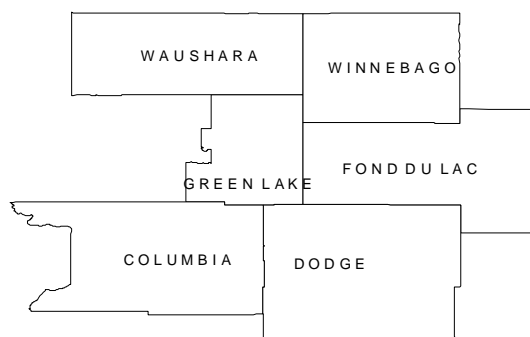
Green Lake County Commuting Patterns

	Commute Into	Commute From	Net Commute
Fond du Lac County	1,437	450	-987
Winnebago County	544	359	-185
Dodge County	271	55	-216
Waushara County	156	781	625
Elsewhere	625	171	-454
Total	3,033	1,816	-1,217

Work in Green Lake Co

5,441

Source: WIDWD, BWI. *Wisconsin's Commuting Patterns*, 1994.

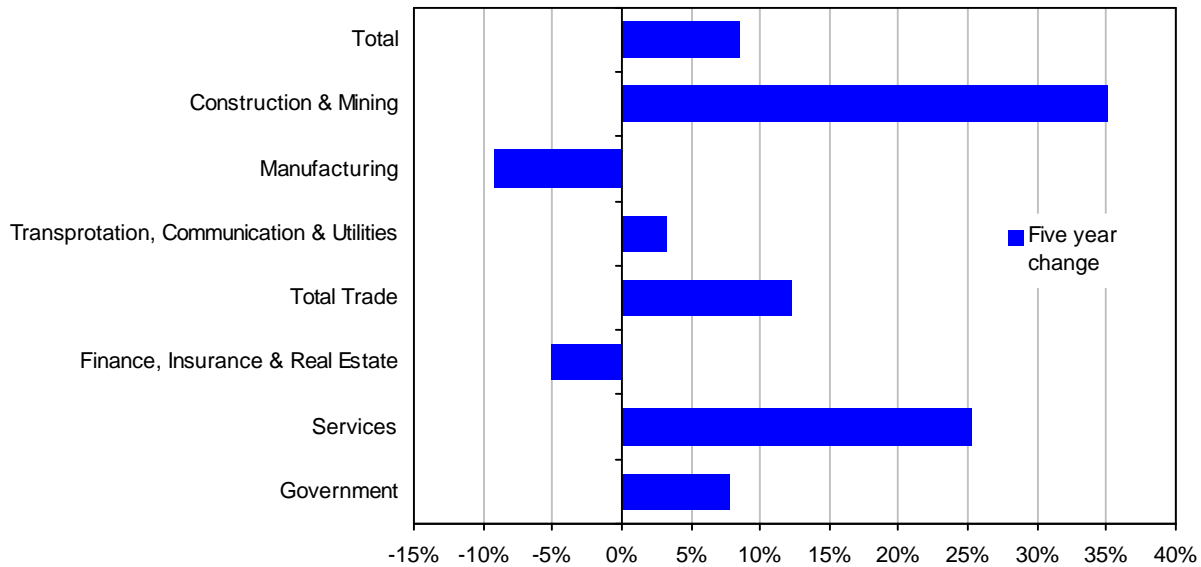


Green Lake County workers are very mobile. Almost 47 percent of all employed Green Lake County residents work outside of the county. Of the 3,033 workers commuting out of the county, 47 percent travel to jobs in Fond du Lac County. They are primarily manufacturing workers going to work at Mercury Marine and other manufacturing industries, such as Ripon Foods. Over 500 county residents commute to jobs in Winnebago County, and some work for the State Correctional Facility at Oshkosh while others hold manufacturing jobs at Oshkosh Truck and the paper mills in Neenah.

Green Lake County residents who commute to jobs elsewhere go as far north as Outagamie County, southwest to Dane County, and as far east as Sheboygan County. Commuters travel to ten different counties to work. Of the in-coming commuters, the places of residence involve six counties, with the largest number, 781, coming from Waushara County.

There are 1,576 more job holders traveling to work outside Green Lake County than are traveling into the county to work. There is that large percentage (47 percent) of resident workers that prefer the quality of life in Green Lake County but are willing to travel elsewhere for good jobs, and not all of them are manufacturing workers. Commuters out of the county include a lot of professional and technical workers as well as manufacturing workers. Highway 23 makes the east and west commutes quite easy, and with the periodic exception of severe winter storms, commuting in and out of the county does not present any real obstacle. Many workers have done it for years.

Green Lake County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
Total	7,230	7,611	7,837	7,929	7,956	7,842	-1.4%	8.5%
Goods Producing	2,631	2,819	2,796	2,795	2,750	2,574	-6.4%	-2.1%
Construction & Mining	423	457	466	534	560	572	2.0%	35.1%
Manufacturing	2,208	2,363	2,329	2,261	2,189	2,003	-8.5%	-9.3%
Durable	1,218	1,302	1,188	1,156	1,202	1,131	-5.9%	-7.1%
Nondurable	990	1,061	1,142	1,105	988	871	-11.8%	-12.0%
Service Producing	4,599	4,792	5,041	5,134	5,207	5,268	1.2%	14.5%
Transportation, Communications & Utilities	279	275	279	293	296	288	-2.7%	3.3%
Total Trade	1,442	1,532	1,584	1,594	1,540	1,618	5.0%	12.2%
Wholesale	226	231	217	210	183	181	-1.3%	-20.0%
Retail	1,216	1,301	1,367	1,384	1,357	1,437	5.9%	18.2%
Finance, Insurance, and Real Estate	232	202	209	217	224	221	-1.7%	-5.0%
Services & Misc.	1,644	1,762	1,939	2,030	2,089	2,061	-1.3%	25.3%
Total Government	1,002	1,021	1,029	999	1,057	1,081	2.3%	7.9%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives. Thus, this information is often referred to as "place of work" data. Green Lake County has a very large part of residents who commute outside of the county to their jobs; this is the most significant reason why the labor force in Green Lake County was 400 larger than the number of jobs within the county during 1999.

The 8.5 percent nonfarm job growth in Green Lake County is strong compared to many nearby counties. However, the absolute job growth over the five year period equals 612 jobs. There have been some job losses. Some manufacturing jobs have been permanently lost to the area. These have been in the nondurable goods area with a five year job loss of 12.0 percent, while wholesale trade employment declined 20.0 percent. Wholesale trade decline is the natural outcome of nondurable goods losses in the area. Service industry jobs have increased over 25.3 percent in the five year period, and that's a clear reflection of the times as we become more and more a service driven economy.

Green Lake County's Largest Industries and Employers

Top 10 Industry Groups

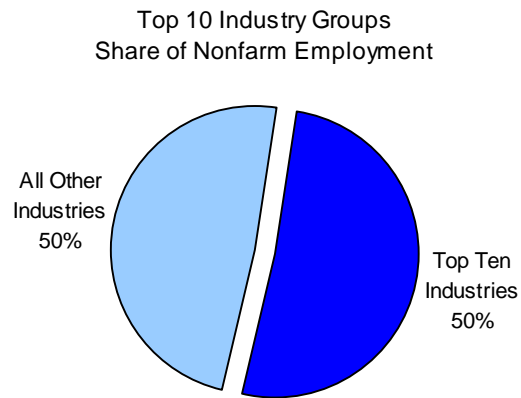
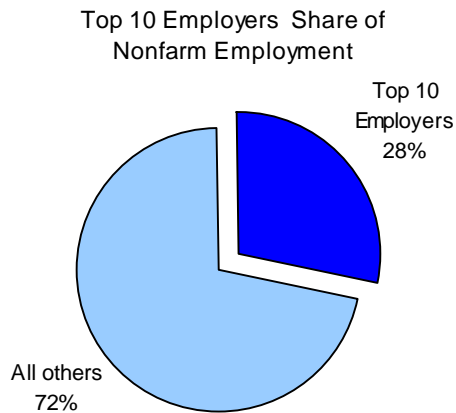
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Health Services	23	852	-6	144
Educational Services	4	578	20	78
Primary Metal Industries	3	494	4	-177
Eating And Drinking Places	40	457	3	4
Executive, Legislative, And General	14	402	6	26
Automotive Dealers & Service Stations	20	291	30	76
Food Stores	7	256	18	26
Apparel And Other Textile Products	3	239	-20	-106
Special Trade Contractors	36	205	6	30
Social Services	11	183	8	44

*data suppressed to maintain confidentiality

Top 10 Employers

Company	Product or Service	Size
Community Health Network Inc	Health Care Services	1000+
Berlin Foundry Corp	Iron Castings	1000+
Berlin Area School District	Public School System	1000+
Precision Metalsmiths	Steel Castings	1000+
County Of Green Lake	County Government Services	500-999
Green Lake Venture Inc	The Heidel House	500-999
Markesan Public School	Public School System	500-999
Walmart Associates Inc	Retail Sales	500-999
Ripon Award Jackets Inc	Athletic Clothing	250-499
Markesan Resident Home Inc	Resident Health Services	250-499

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



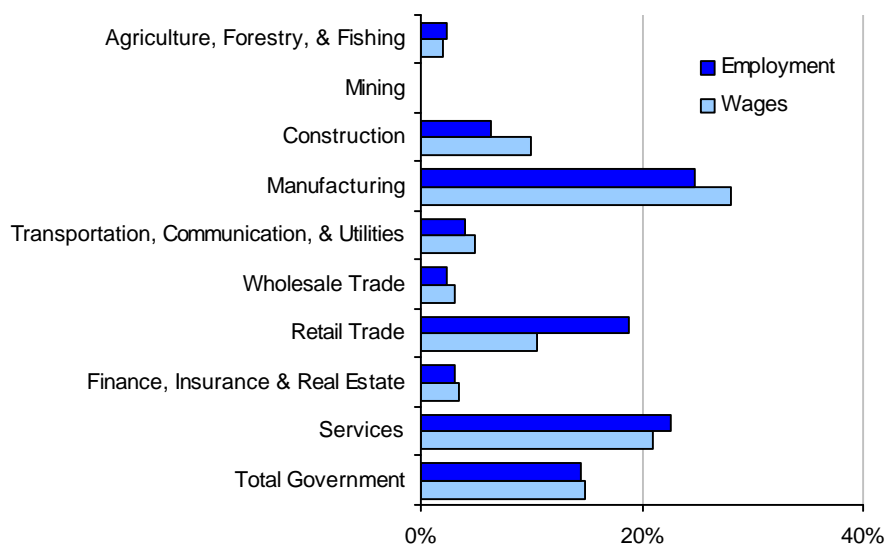
There were a total of 574 employers, including private and public, in Green Lake County at the end of 1999. The top ten largest employers employ 28 percent of all workers working in the county. Three of the ten largest employers are in manufacturing industries. However, only two of the ten largest industry groups are in manufacturing.

Health care services is the largest industry group within Green Lake County. The largest health care facility is the Berlin Memorial Hospital located in Berlin. Primary metal industries as an industrial sector refers to foundry operations, and the largest in the county is the Berlin Foundry.

Green Lake County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$22,637	\$29,609	76.5%	1.8%	21.7%	7,362
Agriculture, Forestry, & Fishing	\$19,283	\$21,499	89.7%	2.2%	13.7%	170
Mining	*	\$39,968	*	*	*	*
Construction	\$36,036	\$36,772	98.0%	10.9%	45.1%	464
Manufacturing	\$25,621	\$37,773	67.8%	3.4%	21.1%	1,820
Transportation, Communications, & Utilities	\$28,226	\$34,523	81.8%	-1.3%	15.6%	287
Wholesale Trade	\$29,770	\$38,048	78.2%	1.5%	30.3%	176
Retail Trade	\$12,603	\$15,066	83.7%	4.2%	17.0%	1,381
Finance, Insurance, & Real estate	\$25,372	\$37,911	66.9%	1.0%	18.4%	220
Services	\$20,938	\$26,041	80.4%	0.0%	34.6%	1,671
Total Government	\$23,139	\$32,017	72.3%	0.2%	18.9%	1,067

Total Employment and Wage Distribution by Industry Division



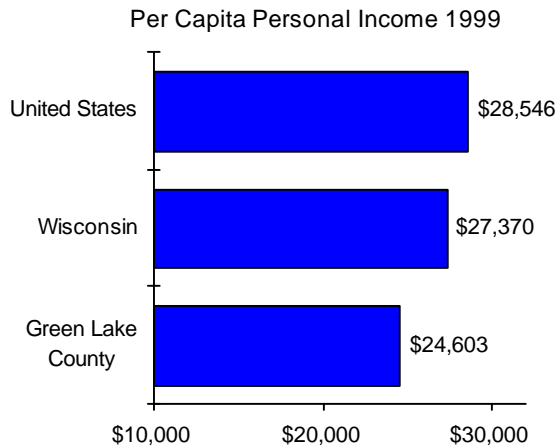
Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211*.

Every industrial sector's annual average wages paid in Green Lake County are lower than the state averages. The construction industry, at 98.0 percent of the state average, comes closest of all industries in the county to matching the statewide average for an industry group. The greatest differential in average wages between Green Lake County and statewide levels occurs within the finance, insurance, and real estate industry (FIRE), which has annual average wages at 66.9 percent of the state annual average. Green Lake County does not have a corporate office or major processing center for this industry. Thus, there are fewer managerial and technical positions, which often pay higher wages.

Manufacturing employment represents 24.7 percent of total employment and 34 percent of wages paid in Green Lake County. Manufacturing wages in the county are 67.8 percent of the state average for manufacturing. This is due to type and size of manufacturers in the county. There are no large durable goods producers or paper mills as are found in the other six counties of the region.

retail trade employment represents 18.8 percent of employment, yet only 9.7 percent of the wages paid in Green Lake County. This industry employs a large number of entry-level workers and over 40 percent of retail employment is part-time, a factor reflected in the lower per capita income level for the county when compared with that of the other six counties in the WDA.

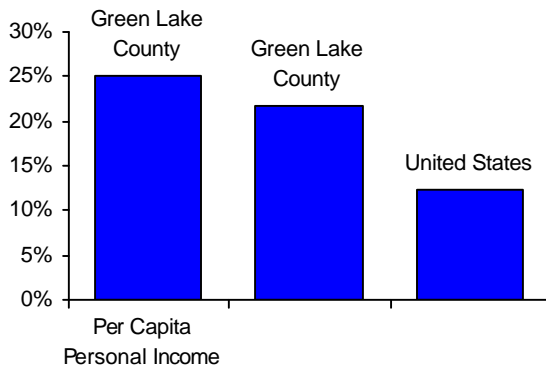
Green Lake County Wage and Income Data



Per capita income is total income divided by the total number of residents. Income includes wages earned, dividends from investments, and transfer payments from the government. Green Lake County's per capita income ranked 27th highest of Wisconsin's 72 counties during 1999.

The county's per capita income in 1999 was 89.9 percent of that of Wisconsin's per capita income and 86.2 percent of the United States per capita income level.

During the past five years, Green Lake County per capita income has increased by 25.1 percent and wages earned in Green Lake County have increased by 21.7 percent. A probable reason for the slightly larger percentage increase in average wages is the large number of Green Lake County residents who work in other counties. Wages are counted in the county in which they are earned, while income includes wages earned outside of the county of residence. Most often, wages paid in the commuter counties are higher than those paid in Green Lake County.



Per Capita Personal Income

							Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Green Lake County	\$19,672	\$20,164	\$21,195	\$22,518	\$24,036	\$24,603	2.4%	25.1%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Accountant	\$ 18.29	\$ 16.58
Bartender	\$ 7.44	\$ 7.59
Cashier	\$ 7.47	\$ 7.16
Construction Laborer	\$ 12.60	\$ 12.71
Cook, Restaurant	\$ 8.36	\$ 8.11
Customer Service Representative	\$ 14.02	\$ 13.43
Human Resource Manager	\$ 22.68	\$ 22.85
Janitors & Cleaners	\$ 8.46	\$ 7.94
Mechanical Engineer	\$ 24.56	\$ 23.41
Millwright	\$ 20.34	\$ 19.62
Nursing Aide	\$ 9.52	\$ 9.51
Office Clerk, General	\$ 10.23	\$ 10.10
Receptionist	\$ 8.92	\$ 8.80
Retail Sales Person	\$ 9.04	\$ 7.46
Word Processors & Typists	\$ 10.52	\$ 10.43

Source: DWD, BWI, 1999 OES wage survey Appleton/Oshkosh/Neenah

Wages paid for work within a county can impact the type of goods and services which may be purchased. Examining wage structures can be an important part of the hiring process for both job seekers and employers.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.

We have used the occupational wages for the Appleton/Oshkosh/Neenah MSA in this profile. Green Lake is a non-MSA county, and in most occupational areas the wages in Green Lake County are about seven percent lower than those in the state's other non-MSA counties.